

Alaska

Measuring Our Progress



Alaska Technical Center, Kotzebue

State of Alaska Workforce Investment Act Title 1-B Annual Report PY 2001

December 6, 2002 (Amended January 20, 2003)



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December 3, 2001

The Honorable Elaine L. Chao
Secretary of Labor
U.S. Department of Labor
200 Constitution Avenue, NW
Washington, DC 20210

Dear Madam Secretary:

As the Governor's authorized representative, I certify that the data submitted is complete and accurate.

The Alaska Workforce Investment Board is a policy body devoted to strengthening Alaska's workforce. The AWIB's goals and strategies are continually focused on improving the quality and performance of the workforce development system. As this report indicates, with the help of WIA and its system improvements, we've been able to increase worker skills and employability and strengthen the ability of companies to compete and create jobs where they are needed.

This report also outlines the work done by the agency partners – the Alaska Job Center Network, the Alaska Workforce Investment Office and its related agencies, the State and Local Workforce Investment Boards – and the coordination between these partners as they continue to provide WIA services.

The next year is sure to bring more changes to our great state, and we hope to continue to progress and improve. We welcome your involvement and support in these important efforts, and look forward to working closely with you to build a quality workforce and a secure future for all Alaskans.

Sincerely,

A handwritten signature in black ink, appearing to read "James Sanders". The signature is fluid and cursive, with a large initial "J" and "S".

James Sanders, Executive Director
Alaska Workforce Investment Board

Table of Contents

The Alaska Workforce Investment Board	1
Vision and Mission.....	2
The Alaska Workforce Vision	3
The Alaska Job Center Network.....	5
Title 1-B Programs in Alaska	6
Alaska Workforce Investment Office & Related Services.....	7
State Workforce Investment Board (AWIB)	9
Local Workforce Investment Boards.....	12
The Anchorage/Mat-Su Local Workforce Investment Board.....	12
Balance of State-Local Workforce Investment Board	16
Measuring Our Progress - Outcomes	19
Employment.....	20
Earnings.....	23
Poverty & Level of Education	25
Return on Investment	26
Section Two	28
Appendices.....	i-ix

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Alaska Workforce Investment Board

The Vision

Building connections that put Alaskans into good jobs.

The Mission

We are a private/public leadership board that sets the policy framework for the development of Alaska's workforce.

To fulfill this mission, board members work together to:

- ◆ Advise the Governor and Legislature on workforce development policy.
- ◆ Increase the number of Alaska jobs held by Alaska residents.
- ◆ Reduce unemployment by economic region in Alaska.
- ◆ Decrease welfare dependence by economic region in Alaska.
- ◆ Gain income for Alaskans as compared to non-resident workers.
- ◆ Enhance and increase the supply of trained and credentialed workers for good jobs in demand.
- ◆ Retain skilled workers in vital Alaska industries.
- ◆ Facilitate innovations in workforce development policy and practices.



The Alaska Workforce Vision

The vision for Alaska's Workforce Investment System is "**Building connections that put Alaskans into good jobs.**" A good job is described as one that has adequate pay, benefits and career advancement opportunities that can sustain an individual and a family economically without reliance on public subsidy.

"Building connections that put Alaskans into good jobs" requires a workforce information system that is accessible and understandable to all of the workforce investment system's customers. Today's customers include businesses looking for qualified workers, unemployed Alaskans looking for jobs, and incumbent workers wanting to upgrade their skills in a changing work environment.

Alaska's career planners and job seekers need to know, for example, the occupations and industries that are expanding and declining, the earnings and benefits associated with different types of work, where training is available, where the jobs are, and the occupational requirements which must be satisfied. Effective coordination (or "system interface") between labor demand and supply, state and local workforce investment boards, job centers and training institutions to meet these needs is the primary goal of Alaska's workforce information system.



Photo: Tara Jollie

This comprehensive vision guides the workforce investment system. The system provides employment education, training and support services to assure Alaska employers have a skilled workforce and Alaska workers have employment choices. The system promotes a healthy economy and strong rural and urban communities by increasing employment opportunities through improved access to government, education and private sector activities that develop, strengthen, stimulate and diversify Alaska's economic base.

Statewide Primary Workforce Development Goals

- ◆ Strengthen the involvement of business, industry, and economic development to build Alaska's workforce.
- ◆ Ensure access to quality employment education, training and employment services statewide, particularly to rural areas and for the economically disadvantaged.

- ◆ Evaluate programs of the workforce investment system to optimize customer employability.
- ◆ Advocate for Alaska's human resource investment programs and promote continuous improvement.
- ◆ Promote the full integration of Alaskans with disabilities into all aspects of the workforce development system to put people with disabilities into good jobs.
- ◆ Strengthen the involvement and ability of Alaska's education system to develop Alaska's workforce.

In order to achieve workforce investment system improvements, cross system measures are used to gauge progress. The measures assist in understanding if the goals and strategies are effective in achieving the following broad results:

- ◆ Increasing the number of jobs held by Alaska residents.
- ◆ Reducing unemployment by economic region in Alaska.
- ◆ Decreasing welfare dependence by economic region in Alaska.
- ◆ Gaining income for Alaskans as compared to non-resident workers.
- ◆ Enhancing and increasing the supply of trained and credentialed workers for good jobs in demand.
- ◆ Retaining skilled workers in vital Alaskan industries.
- ◆ Gaining skills and technical knowledge in Alaska's emerging and current workforce.



Year Two - WIA Implementation in Alaska

The Alaska Job Center Network

The flagship of the workforce investment system is “one stop” service delivery. One-stop systems streamline and consolidate services through better collaboration of service partners, empower individuals by giving them training and employment choices, and provide universal access to all customers. Alaska’s system, the Alaska Job Center Network (AJCN), brings together Alaska’s training, education and employment programs and related support services. It simplifies employment and training services for both job seekers and employers at easy-to-reach sites. There are currently six full service and 17 satellite job centers in both rural and urban areas.

The Alaska Job Center Network endeavors to streamline and consolidate services through better collaboration of service partners and to empower their customers by increasing their choices and providing them with universal access to their services.

The AJCN “Training Academy” provides guidance to all Job Center partner staff on how to best leverage the resources of their Job Center and community partners and how to streamline their collaborative processes. AJCN partners include Adult, Dislocated Workers and Youth programs, NAFTA/TAA, Veteran’s Services, Unemployment Insurance and Wagner Peyser programs, Adult Education and Literacy, Vocational Rehabilitation, the Welfare-to-Work grant program, the Senior Community Service Employment Program, Carl D. Perkins Vocational Education, Community Service Block Grant Employment and Training Programs and the HUD Employment and Training Program.

The AJCN Intranet provides a single online resource for all Job Center partner staff to share information on resources and collaborative Best Practices across the State.

The three largest AJCN partners, the Divisions of Vocational Rehabilitation, Public Assistance and Employment Security, developed a Common Intake System that streamlines and integrates the application process for these services.

AJCN partners developed an AJCN Web Orientation with significant customer input. The Web Orientation allows customers to learn about and apply for a vast array of Job Center partner services presented in a customer friendly and easily accessible format.

The AWIB gives policy advice to the Alaska’s job center system, and the two Local WIBs provide policy and oversight to job centers and local advisory councils in their respective workforce investment areas.

Title 1B Programs in Alaska

All **Adults** over 18 are eligible for “core services,” which include job search and placement assistance, labor market information, initial assessment of skills and



needs, and information about available services to help retain jobs once placed. Intensive services (comprehensive assessments, individual employment plans, group and individual counseling, case management and short-term, pre-vocational services) and training may be provided to individuals who have been unable to obtain jobs through core services or to employed individuals needing assistance to increase wage potential. Priority for adult training services is given to

recipients of public assistance and the Balance of State Local Workforce Investment Board also established income-based eligibility criteria to ensure training funds are dedicated to the most needy.

Adult participants are often low income, low skilled individuals. Their needs include assistance to determine an appropriate vocational goal, develop appropriate vocational plans, securing the resources to implement their vocational plans, and identify appropriate industry-based certifications for them to achieve. Because of barriers to employment they may experience they often require supportive services in the form of transportation assistance, purchase of equipment and supplies, assistance in securing housing, and child care. In addition they may need counseling to address issues related to substance abuse and or criminal convictions.

Dislocated Workers are anxious to return to work and require some assistance in adjusting to the loss of employment. Their training needs are targeted toward specific skill development to rapidly return to the world of work. Dislocated Workers frequently benefit from vocational counseling to identify their transferable skills and develop a plan to activate those skills.

Youth services target low income 14 to 21 year olds who face one or more of six challenges to successful workforce entry: school dropout; basic literacy skills deficient; homeless, runaway or foster child; pregnant or a parent; an offender; or needs help to complete an educational program or to ensure and hold a job. Youth are prepared for postsecondary educational opportunities or employment. Program activities include tutoring, study skills training and instructions; alternative school services; mentoring by adults; paid and unpaid work

experience; occupational skills training; leadership development; and support services.

A lack of specific skill development and a limited knowledge of the world of work characterize the Older Youth worker. Older Youth are enthusiastic about work but often set unrealistic expectations about work. The skills necessary to be work ready are often undeveloped and as a consequence additional barriers are often created. Older Youth require comprehensive training that results in skill development and possible credentials. Older Youth benefit from vocational counseling regarding the world of work, use of judgment and decision making skills.

The Younger Youth worker is focused on developing basic work maturity skills, creating an understanding of the world of work and developing appropriate universal work habits. Younger Youth often begin with unrealistic expectations that can be addressed through work experience opportunities. Training services target on development of work maturity skills including communication and problem solving skills. Younger Youth frequently benefit from a wide opportunity for vocational exploration. Through vocational exploration Younger Youth can practice the skills necessary to be a successful worker without significant risk of resources in a specific career direction.

Alaska Workforce Investment Office & Related Services

Alaska's Workforce Investment Office (AWIO) is the state's administrative entity for workforce development and, in coordination with the State Workforce Investment Board (the Alaska Workforce Investment Board or AWIB) and the Local Workforce Investment Boards (the Balance of State and Anchorage/Mat-Su Local Workforce Investment Boards), provides direct training, technical assistance and program oversight/grant management for statewide programs.

AWIO staff provides financial and other resources for **youth, adults and dislocated workers** for training and other employment related activities provided for under Title I of the federal Workforce Investment Act. The office works directly with employers, labor organizations, community members, local workforce investment boards, the AWIB and dislocated workers.

AWIO's grant management staff allocates training funds, provides financial management, program reporting to federal entities, capacity building and technical assistance to the State Workforce Investment Area and Balance of State (BOS) and Anchorage/Mat-Su (MOA) Local Workforce Investment Areas.

The AWIO is also responsible for administering the Title I statewide **Dislocated Worker and Rapid Response** programs. The DWU provides an initial contact with employers and labor organizations when there are reductions in force or

plant closings involving job losses of 50 or more individuals in the Anchorage/Mat-Su area, and for 35 or more individuals in the Balance of State. The DWU works directly with employers, labor organizations, community and municipal representatives, and service agencies. When requested, the DWU provides related financial assistance or technical assistance to the Local Workforce Investment Boards and their staff. The DWU also provides technical assistance and grant management to the WIA formula funded Dislocated Worker Program.

The AWIO coordinates statewide service and allocations to BOS and MOA WIBs for the **State Training and Employment Program (STEP)**. The primary purpose of the program is to reduce current and future claims against UI benefits by training those who face unemployment. The program is also charged with fostering growth of existing businesses and attracting new businesses to the state through development of a skilled workforce and lower employer UI costs. STEP is also charged with promoting local hire and easing the impacts of Alaska's economic fluctuations through training or retraining for new or emerging industries and technologies. The STEP program addresses these objectives through its support of eligible Alaskans as they pursue the necessary knowledge and skills for entry into targeted employment. Training may occur in a classroom or at a work site setting. It may address the needs of a specific industry experiencing rapid growth, or it may be customized to the needs of a particular employer. In the case of customized training, the employer must commit to hire participants successfully completing training.



The AWIO also provides oversight for the USDOL **Welfare-to-Work (WtW)** discretionary and state grants. Funds have been disbursed to the Division of Public Assistance (DPA) for grant distribution for welfare-to-work activities. The AWIO continues to ensure USDOL grant compliance and reporting of activities as facilitated by DPA.

The AWIO administers **Denali Commission** grant funds. The Denali Commission Training Fund's goals are effective training for rural residents in basic skills needed to obtain employment on Denali Commission infrastructure projects, improving skills of residents that lead to higher paying jobs, and promoting longer term employability and employment for rural residents.

Alaska Workforce Investment Board

The AWIB requested and was granted “alternative entity” status under Section 111(e) of the WIA and was “grandfathered” into the new workforce development system. The 26-member board includes a private sector and business/industry majority and is housed with related employment, education, training and vocational rehabilitation programs consolidated in the Department of Labor & Workforce Development.

The board has an Executive Committee and four standing committees: the Employment & Placement Committee; the Evaluation and Assessment Committee; the Policy & Planning Committee, and the Workforce Readiness Committee. Both the Chair and Vice-Chair are members of the business/industry majority and business/industry or private sector members chair the committees. The board regularly invites members of partner organizations and interested members of the public to serve on ad hoc committees. [The AWIB roster is attached as Appendix A. An organizational chart is Appendix B.]

The AWIB represents:

Consolidation. Replaced the Alaska Job Training Council, the Governor’s Council on Vocational and Career Education and the Employment Security Advisory Council.



Public/Private Partnerships.

Members include representatives of business and industry, the private sector, government, education, organized labor, Native organizations, and community-based organizations. Two business & industry members hold cross-memberships on the local workforce investment boards.

Employment Training & Education Programs: AWIB oversees the planning, monitoring and evaluation process of all state or federally funded employment training and education programs.

Workforce Development: AWIB promotes an integrated system of employment training and education programs, and services so that Alaskans have greater opportunities to acquire the necessary skills, knowledge and education for good jobs. The board recommends policy to the Legislature and the Governor on preparing Alaska’s workforce for emerging jobs, technologies and industries.

AWIB’s strategic plan for workforce development includes:

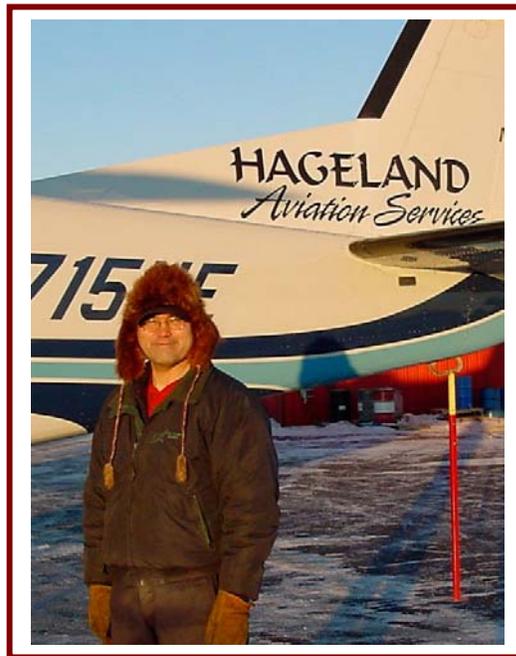
Program Evaluation. The board evaluates and directs resources into effective and cost efficient programs that prepare people for work.

School-to-Careers. AWIB participates with employers, education, labor, and community-based organizations to integrate academic and occupational learning leading to jobs and careers for Alaska’s students.

Economic Development. The board promotes open dialogue between business, government and labor to promote economic development and jobs for Alaskans.

Access. AWIB works to ensure greater access and opportunity to quality job training and employment services statewide, particularly to rural areas, economically disadvantaged citizens and Alaskans with disabilities.

Continuous Improvement. AWIB advocates for and promotes continuous improvement of Alaska’s workforce development system through employer involvement, evaluation, access and alignment of education and training programs. It also promotes continuous improvement of its own planning, oversight, evaluation and system coordination functions.



Goals and Benchmarks. The board maintains a regularly reviewed and updated strategic plan for job creation and job placement or work activity participation.

Welfare to Work. AWIB plays a central role in efforts to move Alaskans from welfare to work.

AWIB Priorities:

- ◆ Address Rural Alaska’s special needs by supporting a performance accountability system waiver request;
- ◆ Strengthen collaborative efforts between Workforce Development, Alaska Department of Community & Economic Development and the Alaska Department of Education & Early Development;
- ◆ Emphasize training in high wage, high growth, or priority industries (Health, Transportation, Construction and Informational Technology);

- ◆ Finalize development of a workforce development information accumulation and sharing web-based system (clearinghouse), and to negotiate agreements and understandings among the workforce investment partners;
- ◆ Develop a Youth Work Readiness Certification process, actively involving business, industry and education, and planning and implementing a pilot model(s) for use in Alaska;
- ◆ Convene an AWIB conference to provide technical assistance and professional development opportunities to Alaska trainers and educators and identify recommendations in preparation for future AWIB action to meet the requirements to adopt and enforce a nationally recognized skill standard and industry certification program within a three-year time line;
- ◆ Report on the status of youth and youth services under the Alaska Unified Plan and related youth services;
- ◆ Examine the status and development of regional training centers in Alaska;
- ◆ Coordinate with the Alaska Department of Education and Early Development to promote knowledge and use of career and technical education best practices at appropriate Career and Technical Education meetings and venues.
- ◆ Work with the legislature to ensure the State Training and Employment Program, a pilot program that has been reauthorized every two years, becomes a permanent program.

Evaluation of Alaska's Workforce Investment Activities

The AWIB, in conjunction with the Alaska Department of Labor's Research and Analysis Division, produces an annual training performance evaluation of Alaska's workforce training system. It is available on the AWIB Website: <http://www.labor.state.ak.us/commish/ahric/forms.htm> (see Training Program Performance PY2000). A new report will be published in January.

Local Workforce Investment Boards

In 1999, the Governor issued Administrative Order 82, directing the Alaska Human Resource Investment Council (now known as the Alaska Workforce Investment Board) be designated the State Workforce Investment Board, as required by the Workforce Investment Act (WIA) of 1998 (PL105-220). The two local Service Delivery Areas became "grandfathered" into the Local Workforce Investment Areas, and their administrative bodies became the Anchorage Mat/Su Workforce Investment Board and the Balance of State Workforce Investment Board. The Governor directed all mandated one-stop partners to develop agreements and understandings necessary to meet federal requirements.

Anchorage/Mat-Su Local Workforce Investment Board

The Anchorage/Mat-Su Local Workforce Investment Board has 18 members.



One-third is appointed by the Mayor of the Mat-Su Borough and the other two-thirds by the Mayor of the Municipality of Anchorage. [The Anchorage/Mat-Su LWIB roster is attached as Appendix E, and the organizational chart is attached as Appendix F.]

The Governor of Alaska "grandfathered" the Local Workforce Investment Board in the same configuration as the Anchorage/Mat-Su Private Industry Council. The

Governor also reaffirmed the community of interest in workforce development matters between the two local governments and re-designated the Anchorage/Mat-Su Service Delivery Area as the Local Workforce Investment Area. These actions occurred in the year 2000 to coincide with the implementation of the Workforce Investment Act in Alaska.

There are four standing Councils, the Youth Council, Native Council, Adult and Education Council and One-Stop Council. These standing councils are appointed by the Chair of the Workforce Board and are populated by at least one member of the board and a number of other community/industry members.

The composition of the Councils was carefully developed. WIA required the expansion of local boards to include representation from a much broader community than did the JTPA. The WIA also allowed for the grandfathering of Private Industry Councils, but required such boards to assure that the constituencies identified in the WIA were allowed a voice in WIB affairs. To that

end, the WIB created the Councils and populated them with representatives missing from the board itself. The Councils are active and directly advise the Board on matters pertinent to their mission. The board always hears the recommendation of the affected council before it takes action on matters pertinent to them.

Board priorities include maintenance of a high quality, committed board membership; meaningful administration, oversight and management of the one stop career center system; maintenance and professional development of workforce division staff and management; responsiveness to the demands and needs of the labor market and job seekers; outreach to employers and partner agencies; recognition of the authority and autonomy of the local board in matters affecting workforce issues within the boundaries of the workforce area; development and improvement of the one-stop career center system within the workforce area; and improved relations with and education of the Alaska Legislature in all areas of workforce development with special emphasis on the maintenance and improvement of the State Training and Employment Program's policies and procedures.

2002 Highlights

Anchorage Career Transition Center: In concert with BP Exploration (Alaska) Inc., the State Dislocated Worker Program (AWIO), and the AKDOL Anchorage Employment Service, the Workforce Development Division transformed the 8th and Cordova Job Center into a Dislocated Worker Career Transition Center. This pilot project was motivated by the large layoffs at BP, but it also was a project that the division had contemplated before BP announced its intended layoffs.

The core group grew to include Alyeska and all of the contractors and sub-contractors affected by the BP and Alyeska layoffs. The Alaska Marketplace peers continued their presence in the center through the transitional period and remain there today. The first phase of the project started on February 14, 2002. The grand opening occurred August 20 and 21.

To date, oil industry workers have not filled the capacity of the center, so staffers now conduct rapid and expeditious responses and serve dislocated workers from any industry at the center. Intuitively, the center staffers believe the slow start up for the oil industry workers had to do with timing: the summer and school vacation period and the severance packages received by the workers gave many some breathing room. Many of these dislocated workers made conscious decisions not to seek reemployment and/or retraining until school started again. Since the middle of August, traffic in the center has increased steadily. Center staff members believe this trend will continue.

In January 2003, the planning team will examine the usage of the center and determine whether to continue the pilot or to transition the center back to a full-service one stop. The lease on the building ends in May of 2003. The evaluation of the pilot will determine whether they seek a new site for the transition center or absorb the center's resources into the existing one-stop system.

Matanuska-Susitna Borough Sub-Grant: The new consortium agreement between the Anchorage/Mat-Su LWIB and the Mayors of Anchorage and the Mat-Su Borough changed the nature of service delivery within the workforce area. Effective July 1, 2002, the Mat-Su Borough has a direct role in the delivery of the WIA program within its corporate boundaries. The Municipality of Anchorage remains the fiscal agent for the program. However, instead of the Municipality hiring a contractor to conduct the WIA program in the Mat-Su Borough, the borough itself will manage its proportionate share of the funds. The division of the money was done according to the general distribution formula developed by Research and Analysis. The break-out of funds between the two jurisdictions is as follows:

Funding Stream	Municipality of Anchorage	Mat-Su Borough	Formula Dollars to be Distributed
Adult WIA	41%	59%	\$863,000
Youth WIA	51%	49%	\$943,000
Dislocated Wkr	80%	20%	\$1,943,000
STEP	80%	20%	\$1,234,000

For this transition year, the Mat-Su Borough has entered into a contract with HRC, Inc., to deliver these services. This is the same contractor used by the Municipality for the last nine years. The borough is in the process of recruiting a program manager and developing internal policies and procedures. The borough also will issue youth program RFP's and STEP program RFP's in the near future. They are working closely with the borough to bring them through the transition and to position them for full assumption of their program in the coming year.

H1-B High Tech Skills Training Grant: They received a no-cost extension to their H1-B grant to finish it up between now and July 30, 2003. The only part of the grant that remains open is the University of Alaska IT degree program. The incumbent worker portion of the grant is finished. There are 90 students enrolled in the University's program at Mat-Su College. The degree developed for the grant is expected to be acted upon by the Board of Regents this year. Program completion and outcome information is still being gathered and will be under development until the end of the grant. Information about employment and post-exit wages must be gathered from the Unemployment Insurance database and those figures show up 60 days after the end of each quarter. The following numbers were submitted for the period ending June 30, 2002:

	6/30/2002	3/31/2002	12/31/2001
Participants	558	346	357
Exiters	140	121	112
Employed at Exit	135	116	108
Training Related Employment?	131	113	106
Obtained Credential	115	97	89
Pre-enrollment Wage	\$17.27	\$16.36	\$14.02
Post-Exit Wage	\$ 18.83	\$18.56	\$17.19

Audits and Monitors: The Anchorage/Mat-Su LWIB has had financial and program monitors of its WIA and H1-B grants. The Region VI financial team came to audit their the H1-B financial status and the Region VI and AWIO monitor teams came to review their WIA program status. Overall, they are doing well and the exceptions that were found are manageable. The Region VI/AWIO monitor team found that they needed to add members to their youth council and do a better job of spending their youth funds. They also directed us to revise their Memorandum of Understanding with the one-stop partners to include their satellite sites and all partners in every one stop, not just the comprehensive center. The Region VI financial team asked us to modify their grant budget because some contractual items were listed in other categories. They also requested that they put all of their H1-B program participants into the WIA-MIS so that the number of participants they report and the number reflected in their MIS are the same. (Please see H1-B comments, above). They do not anticipate any difficulty in complying with the recommendations.

Performance Issues: In the most recent program year, they were deficient in one performance area: older youth (age 19 to 21). They had a lot of trouble finding 19-21 year old youth who could be served under the youth program. Most individuals who come to us in that age group are unemployed and out of school. They need jobs, and are not interested in going back to school. The youth program does not allow us to issue individual training account vouchers to "youth." Since individuals in the 19-21 age group also may be served as adults (where ITA's are allowed under WIA), they serve the majority of their "older youth" as adults. In the last program year, they only served 6 individuals in the "older youth" category. Even their youth contractors were unable to recruit and serve this age group. They have approached the AWIO and asked them to work on a waiver of the ITA prohibition for this age group. The state of Illinois applied for this waiver in 2000 and it was approved. They think this waiver could be the answer to their performance problem with this category of participant.

Plan Revision and Re-certification: The board is working on revision of its strategic plan as a part of its re-certification effort. They do not anticipate that major changes will be made, but they need to update the plan with current board membership, the new consortium agreement, the latest MOU and some policy changes that have been approved by the board in the last year. Their recertification packet was submitted to the AWIB on November 27th. The submission deadline was December 1, 2002.

Regular Meetings of the LWIB: Meetings are held every other month at 4:00 p.m. on the second month of the year. Most meetings will occur at the 33rd and Eagle Job Center. 2003 meetings will occur in January, March, May, July, September and November. The one-stop consortium meets on LWIB meeting dates at 3:00 p.m. in the same location.

Balance of State Workforce Investment Board

The Balance of State Workforce Investment Area serves residents in all areas of the state except the Municipality of Anchorage and Mat-Su Borough. Training programs and services are provided through six regional offices under the direction of the Balance of State Workforce Investment Board.



Kotzebue Tech

Photo: Jim Sanders

The goals of Job Training programs, under the Workforce Investment Act, are to provide quality job and career training opportunities for qualified youth and adults in order to develop a sound labor

force that enhances economic development and stability in Alaska.

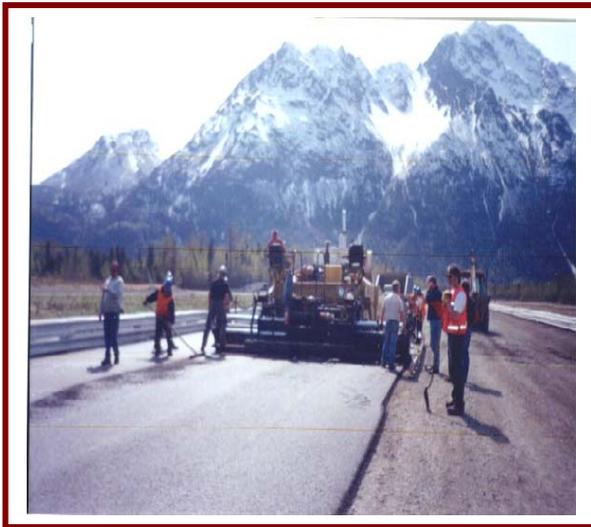
Resources provided by the Balance of State Workforce Investment Area offices through Job Training and the State Training and Employment Program (STEP) include:

- ◆ Group or individual training for adults or youth in classroom and/or job-site
- ◆ Summer youth employment and training
- ◆ Purchase of or reimbursement for transportation, child care, job-related tools, equipment and medical aids, and other services directly related to employment, re-employment, or retaining employment after training
- ◆ Job development and placement assistance
- ◆ Vocational education

Applicants for training services can be individuals defined as long-term unemployed, dislocated workers, older workers, low-income adults and youth, or individuals with a disability or other barrier to employment. Clients may apply on an individual basis through regional offices, service providers or by referral through other state agencies, such as the Employment Service, Vocational Rehabilitation, Public Assistance or Work Services offices.

Applicants for grants to provide training services can be state and local governments, native organizations, public and private non-profit agencies, community based organizations, educational agencies, labor organizations, and private for-profit businesses.

The WIA substantially changed the workforce development system through increased employer interaction on workforce investment boards and implementation of one-stop systems. Under the WIA, private employers must comprise a majority of each board and the chair must be elected from the private sector. In terms of both size and type of industry, workforce boards are representative of the employer mix in the workforce investment area. Working in conjunction with business members, board members also represent native organizations, education agencies, organized labor, economic development and community-based organizations,



and employment and training agencies. [The BOS-LWIB Roster is attached as Appendix C. The organizational chart is attached as Appendix D.]

A key means by which the Local Workforce Investment Boards enhance workforce development systems is through the state's one-stop career system, the Alaska Job Center Network, which combines multiple federal, state and local program funds. Balance of State is comprised of all of Alaska (except Anchorage/Mat-Su region) and the BOS-LWIB provides policy and oversight to the job centers in that area. Oversight ensures the one-stop system is market-driven; easily accessible to any individual who wants or needs a job, education, or training; supplies well-trained people for all employers; and provides employers with assistance and support for life-long learning initiatives for the creation of a high performance workforce. The BOS-LWIB also makes and sets statewide policies in conjunction with the Alaska Human Resource Investment Council.

The BOS-LWIB currently meets the required business representation and has equitable representation for each region. All mandated AJCN partners are represented on the board, as is the Alaska Native Coalition on Employment and

Training (ANCET), organized labor, community-based organizations, education, and social service agencies. The BOS-LWIB also encompasses a Youth Council that includes several members of the board, as well as representatives advocating youth issues throughout the state. The Youth Council is charged with overseeing youth services provided through the AJCN.

The BOS-LWIB submitted a five-year strategic plan to the U.S. Department of Labor, which provided guidance to the AJCN in the balance of state including one-stop and vendor certification requirements. The BOS-LWIB also entered into a Memorandum of Understanding with the AJCN-mandated partners, which designated the Employment Security Division as the One-Stop Operator, plus other agreed-upon one-stop system operation parameters.

The BOS-LWIB presently has three standing committees: Executive, One-Stop and the Youth Council. The Executive committee achieved the formulation and submission of the strategic 5-year plan, to define and promote the services available in the state's One-Stop job centers. The One-Stop committee has direct, monthly contact with the job centers and staff, and actively promotes the primary BOS-LWIB priorities of common intake, common orientation and a common management information system. These three priorities have been promoted through adoption of several Memorandums of Understanding with state agencies to effect and carry out these one-stop mandates.

The BOS-LWIB has additionally set up a group of local advisory committees in the full-service job centers, consisting of employers, agency representatives and community members. Also, a MOU with the Alaska Native Coalition on Employment and Training details collaboration between BOS-LWIB and ANCET to share responsibility for a WIA rural conference for training rural agencies and tribal staff.

In coordination with the training programs, the BOS-LWIB has oversight for Title 1 disbursement-of-funds policies, such as determining the income eligibility criteria for clients, the definition of "self-sufficiency," and providing policies to work collaboratively with other training programs. The training programs are moving toward "seamless," universal service, by examples of collaboration from field offices.

Measuring Our Progress - Outcomes

The Alaska Workforce Investment Board is a policy body devoted to strengthening Alaska's workforce. The AWIB's goals and strategies are continually focused on improving the quality and performance of the workforce development system. With the help of the Workforce Investment Act and its system improvements, they've been able to increase worker skills and employability and strengthen the ability of companies to compete and create jobs where they are needed.

The AWIB, in conjunction with their workforce development partners, has two overarching goals in mind – to identify desired outcomes for the workforce development system and to measure the progress toward those outcomes.

The outcomes focus on the difference workforce investment makes in the lives of program participants, their families, and their communities. You will see by this data that Alaska has a strong start in creating a career development system with emphasis on high wages in high demand occupations.

- ◆ Employment: Alaska's workforce finds employment opportunities.
- ◆ Earnings: Alaska's workforce achieves a family-wage standard of living from earned income.
- ◆ Productivity: Alaska's workforce is productive.
- ◆ Poverty & Level of Education: Alaska's workforce is educated and lives above the poverty line
- ◆ Return on Investment: Workforce development programs provide returns.

When measured and charted over time, outcome data is a descriptive picture of how the state's workforce development system is meeting the needs of employers and workers.

The following key indicators will show that the workforce development system is making a difference in the lives of Alaska's residents.

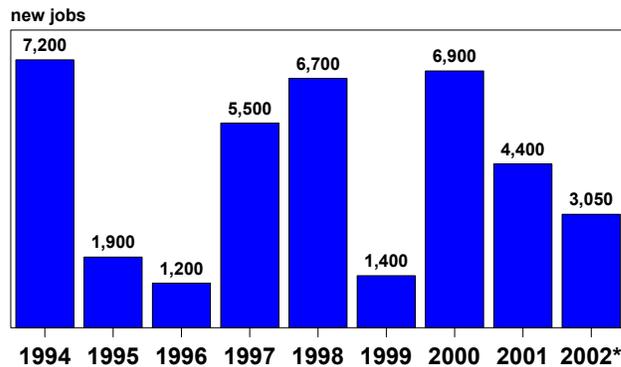
Employment

Outcome: Alaska's workforce finds employment opportunities.

Key Indicator

Although growth has fluctuated, Alaska's economy continues to create a significant number of new job opportunities annually. 38,250 new jobs have been created since 1994.

New Jobs Created In Alaska's Economy



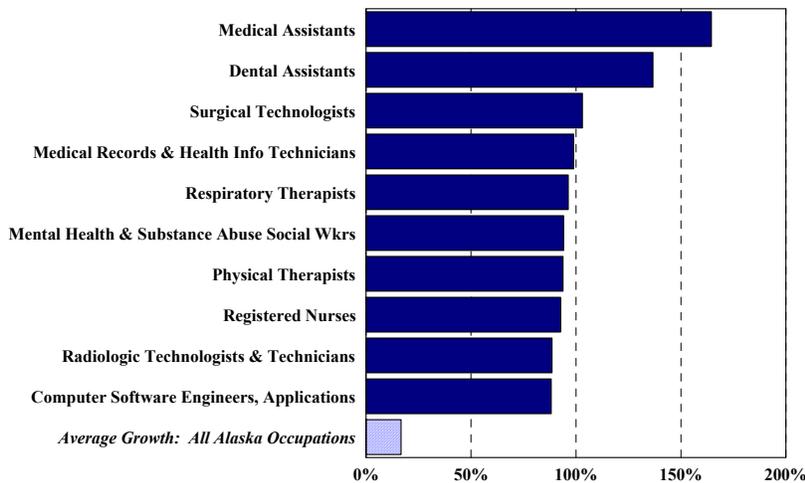
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

Key Indicator

Although jobs will continue to be available at all levels of educational attainment, trends favor jobs requiring more education or training. One quarter of the "new" jobs – jobs that will be created due to growth in the economy – will require a bachelor's degree or above.

Alaska's Fastest Growing Occupations

Projected 2000-2010



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

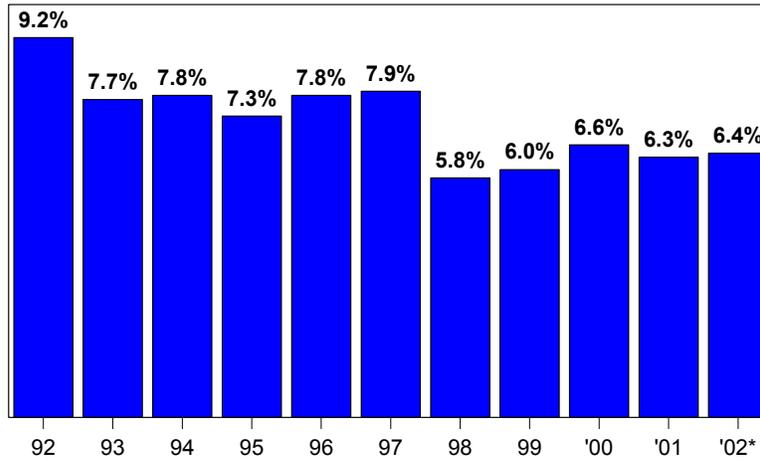


Outcome: Alaska's workforce finds employment opportunities.

Key Indicator

Despite the decline of traditional occupations, growth in other sectors has kept Alaska's unemployment rate relatively low.

Alaska's Unemployment Rate Has Remained Relatively Low



*estimated
Alaska Department of Labor and Workforce Development, Research and Analysis Section.



Employment (Con't)

Outcome: Alaska's workforce finds employment opportunities.

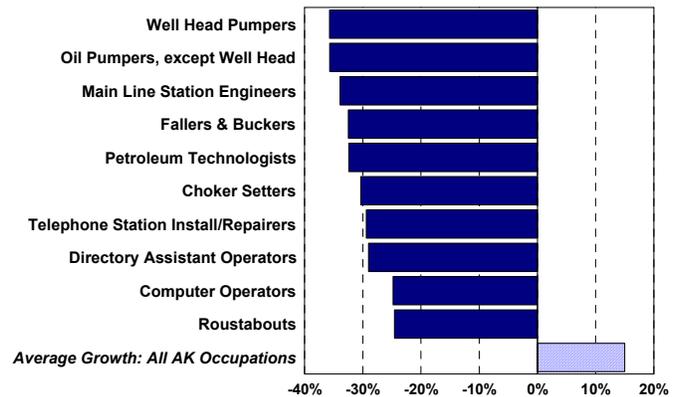
Key Indicator

For years, Alaska's resource-based economy was able to provide high-paying jobs to workers with only a high school education. However, some traditional occupations are declining.



Fastest Declining Occupations

with 1998 Employment of 75 or More (Projected 1998-2008)

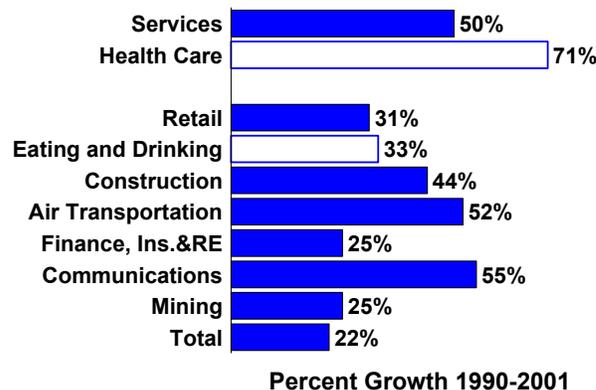


Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

Key Indicator

Occupational growth will be very concentrated. Fifteen out of the more than 450 detailed occupations are projected to account for 32 percent of total employment growth. Eight of these high-growth occupations are found in the service industry.

Alaska's Above Average Industry Ten-Year Performers



Note: "Health Care" and "Eating and Drinking" are subsets of "Services" and "Retail," respectively.

Earnings

Outcome: Alaska’s workforce achieves a family-wage standard of living from earned income.

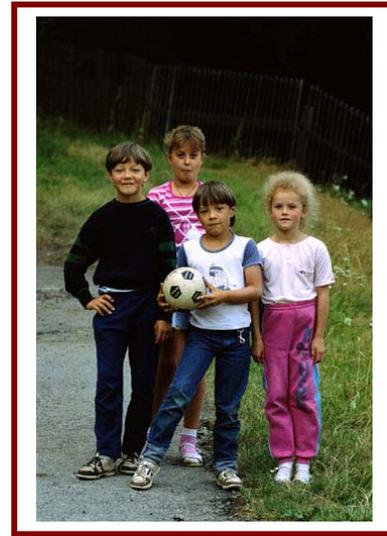
Key Indicator

Median household income in Alaska is \$51,571 compared to \$41,994 nationally.

Alaska Ranks Pretty High In Household Income

Ranking	State	Median Household Income
1	New Jersey	\$55,100
2	Connecticut	\$53,900
3	Maryland	\$52,900
4	Alaska	\$51,600
5	Massachusetts	\$50,500
6	Hawaii	\$49,800
7	New Hampshire	\$49,500
8	California	\$47,500
9	Delaware	\$47,400
10	Colorado	\$47,200

Source: U.S. Department of Commerce, Census Bureau.



Key Indicator

“Hot occupations,” defined as those with a higher than average projected growth rate combined with a higher than average wage, include high tech jobs, health care services, transportation, education, engineering and business services.



Fast Growth - High Earnings Occupations That Have It All

(Occupations with Largest Projected Employment Growth, 1998-2008)



Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

Earnings (Con't)

Outcome: Alaska's workforce achieves a family-wage standard of living from earned income.

Alaska Ranks 14th In Per Capita Income

Ranking	State	2001 Per Capita Income
1	Connecticut	\$42,435
2	New Jersey	\$38,907
3	Massachusetts	\$38,509
4	New York	\$36,019
5	Massachusetts	\$35,188
6	New Hampshire	\$34,138
7	Colorado	\$33,470
8	Minnesota	\$33,101
9	Illinois	\$33,023
10	California	\$32,702
11	Delaware	\$32,472
12	Virginia	\$32,431
13	Washington	\$32,025
14	Alaska	\$30,936
	U.S.	\$30,472

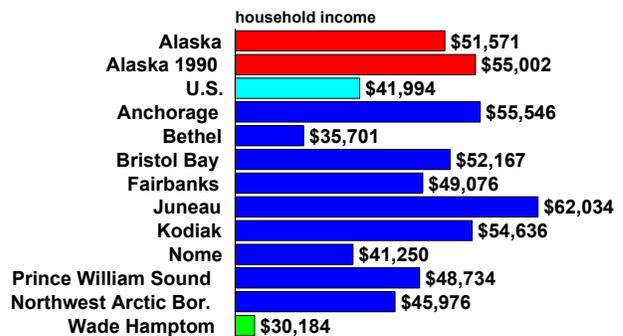
Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Key Indicator

There are big differences around the state. Economic development in Bush Alaska has always been a conundrum – training centers and the university's community & technical



Lots of income disparity exists around the state



U.S. Department of Commerce, Census Bureau.

colleges are mostly situated in urban centers. Many rural residents either aren't able to relocate for training, or if they do they remain in urban Alaska. Recognizing the unique needs of rural Alaskans, Alaska has begun a transition from large, urban vocational/technical training centers to smaller, more accessible centers in regional village hubs (e.g. King Salmon, Seward, Palmer, Bethel, Kotzebue, Barrow).

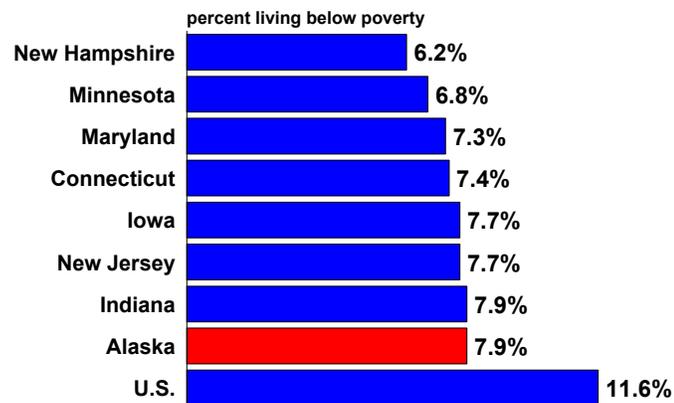
Poverty & Level of Education

Outcome: Alaska's workforce lives above the poverty line.

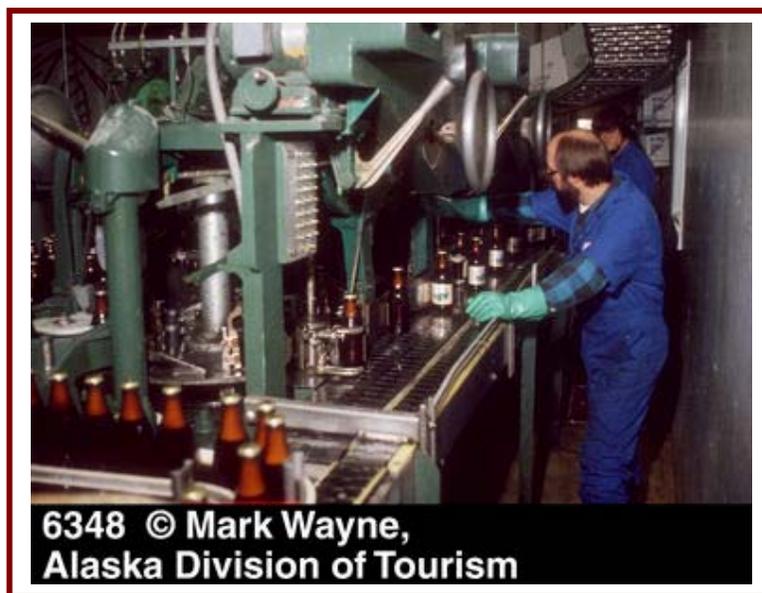
Key Indicator

Alaska's poverty rate is 7.9% compared with a national poverty rate of 11.6%. 88.3% of Alaska residents have a high school diploma or higher, as compared with 80.4% nationally. More Alaskans have Bachelors degrees than the nation as a whole.

Only Seven States Have Poverty Rates Below Alaska's



Source: U.S. Department of Commerce, Census Bureau.



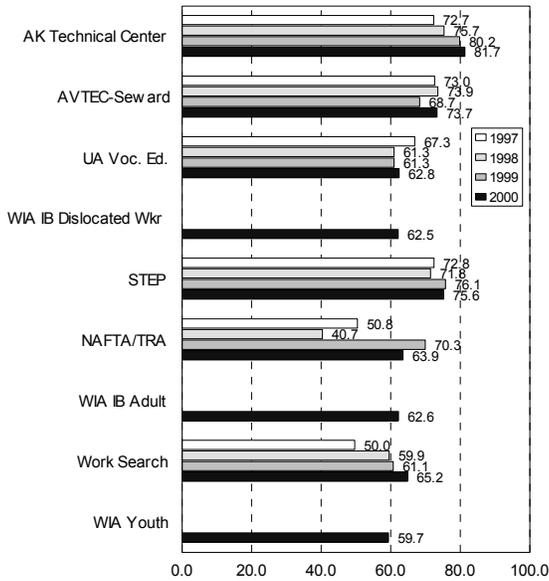
Return on Investment

Outcome: Workforce development programs provide returns.

Key Indicator

Training programs result in participants gaining employment.

Percent of FY 97-00 Exiting Program Participants Employed in Months 7 to 12 Following Exit

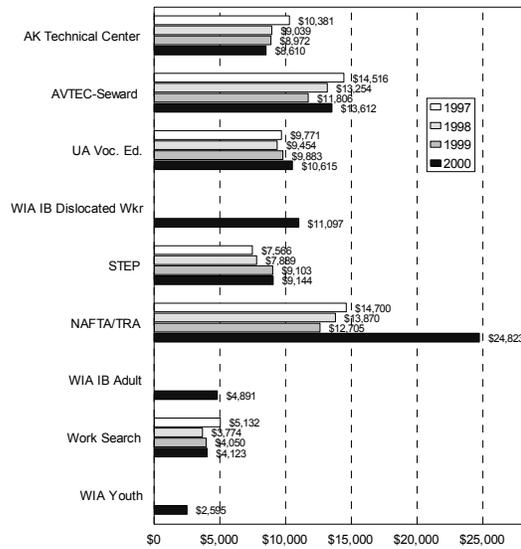


Source: Alaska Dept. of Labor and Workforce Development, Research and Analysis

Key Indicator

Training programs result in participants increasing their wages.

Median Total Earnings of FY 97-00 Exiting Program Participants Employed in Months 7 to 12 Following Exit



Source: Alaska Dept. of Labor and Workforce Development, Research and Analysis

Return on Investment

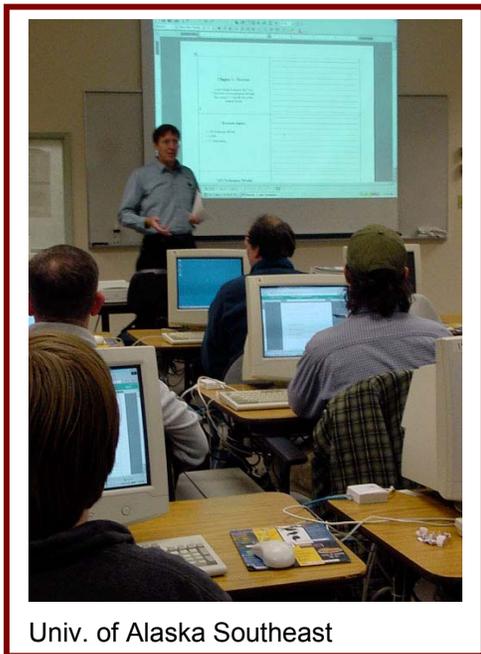
Outcome: Workforce development programs provide returns.

Key Indicator

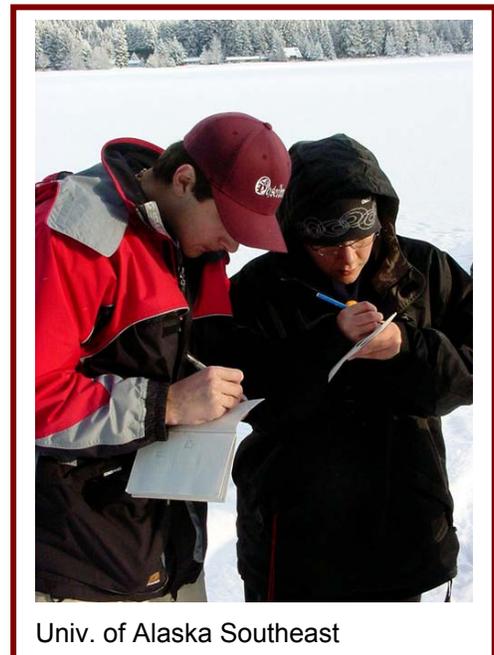
The challenge of Alaska's workforce investment system is to identify the high-wage jobs of the future and ensure that Alaskans have the skills those occupations require.

Alaska Training Program Performance Standards and Outcome for FY 2000						
Criteria	Adult Programs		Adults with Barriers		Youth Programs	
	Standard	Actual	Standard	Actual	Standard	Actual
Employment	65%	66.4%	60%	64.3%	50%	59.7%
Earnings	\$4,500	\$10,804	\$3,500	\$4,416	\$2,000	\$2,595
Training Relevance	50%	66.2%	50%	NA	50%	NA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis.



Univ. of Alaska Southeast



Univ. of Alaska Southeast

SECTION TWO

Analysis & Assumptions and WIA Financial Statement:

Cost Effectiveness Ratio All Registered Participants	Strategies	Costs	C-E Ratio
Adult Program	1411	\$3,602,891	\$2,553
Dislocated Worker program	924	\$4,753,744	\$5,144
Older Youth Program	111	\$3,939,840	\$35,494
Total All Funds Sources	2446	\$12,296,475	\$5,027

Cost Effectiveness Ratio Entered Employment	Strategies *	Costs **	C-E Ratio
Adult Program	128	\$2,162,906	\$16,897
Dislocated Worker program	143	\$2,315,688	\$16,193
Older Youth Program	24	\$1,683,021	\$70,125
Total All Funds Sources	295	\$6,161,615	\$20,886

* Period of performance 10/01/00 - 9/30/01

** PY00 expenditures match the period of performance closer.

Analysis and Assumptions

The second year of WIA implementation in Alaska saw a dramatic increase in federal funding and a ramping up of participant services. Alaska experienced an increase of 100% in expenditure of federal funds while participant enrollments increased by 5%. The result is Alaska's per unit costs increased to levels that could not be responded to in a one-year period. Several factors contributed to this apparent decline in performance.

First, Development of Alaska's workforce system is taking longer to establish than expected. Second, Alaska is building capacity in its system to serve participants who are entering the system and remaining longer while increasing the ability to serve more participants.

In the second year of WIA Alaska was still addressing the issue of cost allocation plans and partner memorandums of agreement. The delay in completing these agreements manifested itself in duplication of effort. The providers of WIA title 1b services often provided core and intensive services prior to the delivery of training in an effort to insure participant eligibility. At the state level, a delay in awarding grants to local areas also contributed to hampering the system. At each level of the system procurement processes

and the time of the processes contributed to inefficiencies in service delivery. By the end of the second year federal monitoring and technical assistance corrected some of the procurement delay and assisted in finalizing cost allocation plans. At the local level partners in the one-stop completed their memorandums of agreement and identified the areas of duplicated effort. The local areas are now negotiating on strategies to reduce the duplication of effort through improved referral systems.

The capacity of the Workforce Investment System to deliver services in the second year was severely stressed by the increase in Dislocated Worker, Adult and Youth funding. These increases occurred despite a recognition at the federal level that dislocated worker services were not being used at the level expected. As such Congress rescinded \$500,000 in dislocated worker funding. This had little impact in Alaska since we experienced nearly a 70% increase in dislocated worker funds. In an effort to take full advantage Alaska transferred 20% of its dislocated worker funds to the Adult program. As a result Alaska increased the number of Adult participants from PY 00 by over forty-percent.

Nonetheless this was simply not enough to keep up with the incredible increase in funding. Because of the increase it was necessary for Alaska to grant out much of its services. The sub-granting required Alaska to train sub-grantees on the workforce system and to help them understand the system is about career development of which entering employment is one aspect. The career development principle results in case managers and sub-grantees spending more time providing services to participants. Furthermore participants are remaining in the Workforce System longer and longer. Alaska is looking for ways to increase its ability to deliver more complex services over a longer period of time without increasing the number of personnel.

Additionally, the impact of implementation manifested itself in this second year. The total number of new participants enrolled and served in PY 00 was particularly low because Alaska was trying to figure out how to provide services. The low number of new enrollments resulted in a lower number of placements. We would expect the total number of enrollments to increase in the coming year. A preliminary review of PY 02 data to date indicates that we are on track to meet this year performance and to exceed in many areas.

Finally, the allocation formula for funding WIA title 1b programs is slow to respond to market changes that often have more impact on the success of WIA than the system. Allocation is not based upon real time needs and as such the state will find itself in times of feast or famine. Alaska experiences a surplus of funding but one day the funding feast will end. Alaska will then find itself with high numbers of participants enrolled but limited resources to meet their on-going career development needs. The more stabilized the funding can better Alaska will be able to accurately predict performance and improve service delivery.

Appendix A

Alaska Workforce Investment Board Roster

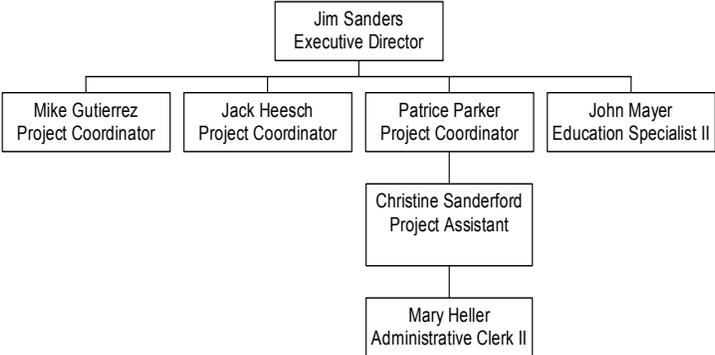
2002

Name	Organization	Address	Phone	Fax	E-mail
Lt. Governor Loren Leman	Lieutenant Governor	P.O. Box 110015 Juneau, AK 99811	465-3520	465-5400	loren_leman@gov.state.ak.us
Commissioner Greg O'Claray	Commissioner, Dept. of Labor & Workforce Development	P.O. Box 21149 Juneau, AK 99802-1149	465-2700	465-2784	greg_o'claray@labor.state.ak.us
Commissioner Shirley Holloway	Commissioner, Dept. of Education & Early Development	333 W. 4 th Ave., Ste. 320 Anchorage, AK 99501	269-4610	269-4635	shirley_holloway@eed.state.ak.us
EED Designee: Yvonne Chase	Deputy Commissioner, EED	333 W. 4 th Ave.#220 Anchorage, AK 99501	269-4610	269-4635	yvonne_chase@eed.state.ak.us
Commissioner Joel Gilbertson	Commissioner, Dept. of Health & Social Services	P.O. Box 110601 Juneau, AK 99811	465-3030	465-3068	joel_gilbertson@health.state.ak.us
Commissioner Edgar Blatchford	Commissioner, Dept. of Community & Economic Development	550 W. 7 th Ave., #1770 Anchorage, AK 99501	269-8100	269-8125	edgar_blatchford@dced.state.ak.us
Gary Brooks Organized Labor, 10/13/05	Business Manager, IBEW L. U. #1547	3333 Denali Street Anchorage, AK 99503	272-1547	276-1963	IBEW1547@ptialaska.net
Mr. Brooks' Designee: Pete Galle	Training Director, AJEATT	5800 B. St. Anchorage, AK 99518	337-9508	337-9500	ajeatt@alaska.net
Fred Esposito Post Sec Education, 10/13/06	Director, AK Vocational Technical Center	P.O. Box 889 Seward, AK 99664	224-3322, 224-4159	224-3380	fred_esposito@eed.state.ak.us
Kristen Forrester PS/S Education, 10/13/05	Mat-Su Borough School District	P.O. Box 2557 Palmer, AK 99645	746-9238	745-6231	kforrester@msb.mat-su.k12.ak.us
Duane French Per/Prof. Experience Dev. Disabilities, 10/13/04	Director, DOLWD Div. of Vocational Rehabilitation	1016 W. 6 th Ave., #205 Anchorage, AK 99501	269-3570	269-3632	duane_french@labor.state.ak.us
Alice Galvin, Ed.D., Chair Bus/Industry, 10/13/04	Adviser in Organizational Dev., BP Exploration	P.O. Box 196612 Anchorage, AK 99519	564-5358	564-4920	galvinaj@bp.com
JoAnn Henderson Past Chair, Com. Based Education/ABE, 10/13/03	Executive Director, SE Regional Resource Center	17855 Pt. Lena Lp. Rd. Juneau, AK 99801	586-6806	463-3811	joannah@serrc.org
Kay Hoch Private Sector, 10/13/03	Owner Matrix Jewelers	401 Old Steese Hwy. Fairbanks, AK 99701	452-5939	456-5888 452-8881	matrixx@alaska.net
Linda Hulbert, Vice Chair, Bus/Industries, 10/13/04	Sales Agent, NY Life Insurance/Fairbanks PIC	110 Cushman Street Fairbanks, AK 99701	452-4400	451-0425	lhulbert@gci.net
Jo Ann C. McDowell Pub Ed/Optional, 10/13/04	Pres., Prince William Sound Com. College	P.O. Box 856 Valdez, AK 99686	834-1612	834-1611	vnjcm@uaa.alaska.edu
Sharon G. Olsen Native Org./ET, 10/13/03	Director of Employment & Training, CCTHITA	302 W. Willoughby, Ste. 300, Juneau, AK 99801	463-7314	463-7312	solsen@CCTHITA.org
Wendy Redman UA Representative, 10/13/05	Vice President, University Relations, Univ. of Alaska	P.O. Box 755200 Fairbanks, AK 99775	474-7390	474-7570	wendy.redman@alaska.edu
Tim Sharp Org. Labor, 10/13/06	Business Manager, Laborers' Local 942	2470 Davis Road Fairbanks, AK 99709	456-5249	452-6285	laborers@ptialaska.net
Fred J. Smith Bus/Industry, 10/13/05	General Manager, Noorvik Native Community	P.O. Box 116 Noorvik, AK 99763	636-2144	636-2284	Fsmith@maniilaq.org
Barbara Stallone Bus/Industry, 11/14/05	Sr. Personnel Rep., Federal Express - Alaska	6050 Rockwell Drive Anchorage, AK 99502	249-3184	249-3473	bastallone@fedex.com
Tim Sunday Org. Labor, 10/13/04	Teamster's Union Local 959	306 Willoughby Ave. Juneau, AK 99801	586-3225	586-1227	tsunday@akteamsters.net
Colleen Ward Bus/Industry, 10/13/06	Owner XCEL	P.O. Box 751 Kenai, AK 99611	283-6007	283-8163	xcel@alaska.com
J.C. Wingfield Org. Labor, 10/13/03	Business Mgr, Plumbers & Pipefitters Local 375	3568 Geraghty Street Fairbanks, AK 99709	479-6221	479-6227	local375@alaska.com

Appendix B

Alaska Workforce Investment Board

AWIB Staff Organization



APPENDIX C

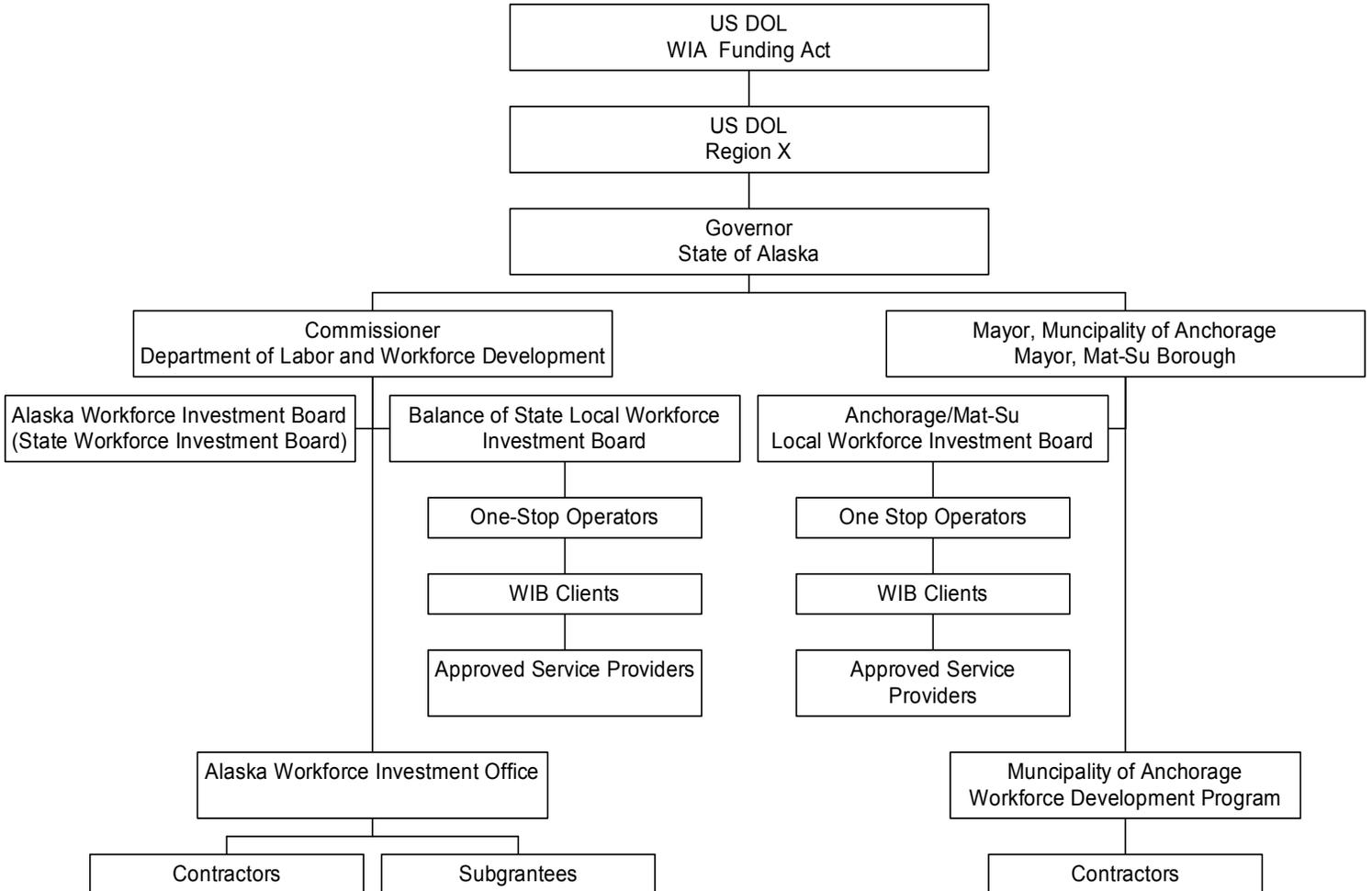
Anchorage/Mat-Su Local Workforce Investment Board Roster

Name	Mailing Address	Organization/ Position	Designated Seat	Term Ends	EMAIL
Russ Cusack	1016 W. 6th Ave, Suite 105 Anch 99501	Regional Manager/Vocational Rehabilitation	Mat-Su Vocational Rehab Agency	6/30/2002	
Annette DeLong	581 W. Parks Hwy. Wasilla 99654	VP, Branch Manager, Wells Fargo Bank	Mat-Su Large Employer	6/30/2003	
Susan Denison		Regional Recruitment Mgr, Providence Helth Systems	Anchorage Large Employer	6/30/2003	denison@alaska.net
Bill Field	400 Gambell Street Anch 99501	Regional Mgr/ Public Assistance	Mat-Su Public Assistance Agency	6/30/2003	Bfield@alaska.net
Robert "Pete" Galle	2040 Paxon Drive, Apt A Anch 99504	Training Manager/ IBEW Training Trust	Anchorage, Labor Organization	6/30/2003	ajeatt@alaska.net
John Hart	13151 Shelburne Road Anch 99516	Manager, UAA	Anchorage, Education Agency	6/30/2003	anjwh@uaa.alaska.edu
Larry Hartig	717 K Street Anch 99501	Managing Partner, Hartig/Rhodes	Anchorage Small Employer	6/30/2002	Larry@hartig.com
Harold Holten	721 Sesame Street Anch 99503	Business Manager, Seafarers International Union	Anchorage, Small Business and Labor Organization	6/30/2003	
John Klapperich		General Manager, KMBQ Radio	Mat-Su Small Business	6/30/2002	
Molly Merritt-Duren	670 W. Fireweed Anch 99503	Training Coordinator, Cook Inlet Tribal Council	Anchorage Community based organization	6/30/2002	mmerrittduren@citci.com
Sami Oeser	1740 S. Chugach Palmer 99645	Human Resources Mgr, Matanuska	Mat-Su Large Business	6/30/2003	soeser@mta-telco-com

		Telephone As			
Charlie Parker	351 W. Parks Hwy Wasilla 99654	Executive Director, Mat-Su RCDC	Mat-Su Economic Development Org.	6/30/2002	
John Scott	P O Box 107024 Anch 99510	Regional Mgr, ES/DOLWD	Anchorage Public Employment	6/30/2002	John_Scott@labor.state.ak.us
Mary Shields	3330 Arctic Blvd. #201 Anch 99503	General Mgr, NW Tech/MILA	Anchorage Small Employer	6/30/2003	mshields@pdstech.com
Barbara Stallone	6050 Rockwell Dr. Anch 99502	Sr. Personnel Rep, FedEx Express	Anchorage Large Employer	6/30/2002	bstallone@fedex.com
Gregory Stevenson	17311 Santa Maria Dr. Eagle River 99577	Branch Manager, FNBA	Anchorage, Small Employer	6/30/2002	
Joseph Tolliver	1020 Edward Anch 99504	Owner, Trailboss	Anchorage, Large Employer	6/30/2003	
Stephen "Steve" Trospen	520 E 34th Ave Anch 99503	Safety Director, Teamsters 959	Anchorage, Organized Labor	6/30/2003	Strosper@akteamsters.com

APPENDIX D

Anchorage/Mat-Su Local Workforce Investment Board Organizational Chart



APPENDIX E

Balance of State Local Workforce Investment Board Roster

Name/Address	Occupation/Address	Represents/Term
Barron, James L. 3179 Pioneer Avenue Juneau, AK 99801 (907) 586-1621	Barron's School of Driving Home/Work: 586-1621 FAX: 586-1621	Private Industry 07/01/93 – 07/01/01 jlbarron@gci.net Executive Committee Youth Council
Carpenter, Jack 2430 Chandalar Drive Anchorage, AK 99504 (907) 333-2005 (Use home mailing address/telephone)		Private Industry 07/01/93 – 07/01/03 jackcarp@gci.net Executive Committee
Crawford, Sammy 36615 Chinulna Drive Kenai, AK 99611 (907) 283-9271		Community Based Org. 06/29/99 – 07/01/02 scrawfor@alaska.net Youth Council One Stop committee
Dunham, Maria	c/o Team Cutters 2950 Airport Way Fairbanks, AK 99811-0001 Work: 452-6841 Fax: 456-8136	Private Industry mdunham@gci.net
Farnham, Katherine (Kitty) Send packets to: 900 E Benson Blvd. 10-2 Anchorage, AK 99508	Manager of Learning and Organizational Development c/o British Petroleum P.O. Box 196612 Anchorage, AK 99519-6612 Work: 561-5111 Fax: 564-4920	Private Industry farnhakj@bp.com
Heyano, Rose M. P O Box 1409 Dillingham, AK 99576 Home: 842-1053	Bristol Bay Native Health Corporation Fax: 842-4106	Community Based Org 03/21/00 – 07/01/02

Hoffman, Dan

Need Physical Location

c/o Carpenters Training Center
P.O. Box 71087
Fairbanks, AK 99707
Work: 452-4626
Fax: 456-5542

Union

no e-mail

Hulce, R. Rudder

c/o DH&SS, Public Assistance
3601 C Street #510
Anchorage, AK 99524

DH&SS, Public Assistance
P.O. Box 240249
Anchorage, AK 99524-0249
Work: 269-8980
FAX: 563-0767

Public Assistance
02/01/97 – 07/01/01

rudder_hulce@health.state.ak.us

Home: 373-0648

One Stop Committee

Director

P.O. Box 25509
Juneau, AK 99802

Director of Alaska's Department
of Labor & Workforce
Development
Employment Security Division
P.O. Box 25509
Juneau, AK 99802
Work: 465-4532
Fax: 465-3212

Department of Labor
Employment Security Division

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06/29/99 – 07/01/01

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Schaeffer Training Systems
President

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06/29/99 – 07/01/01
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Executive Committee

Labor & Workforce Development

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Youth Council

Wakefield, James R.

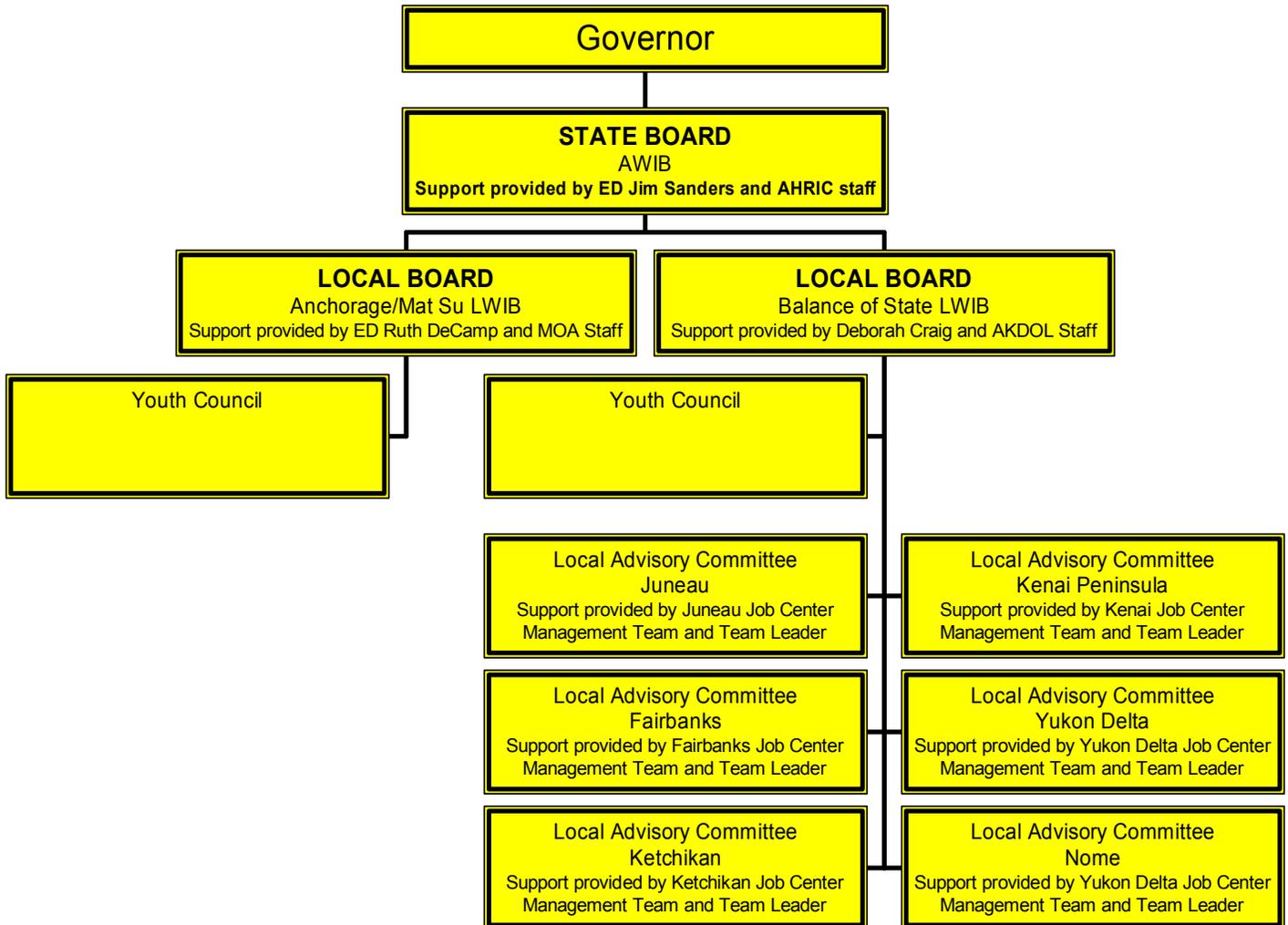
c/o AKDOL, Attn: D. Craig
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Cell: 723-2733

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Executive Committee
One Stop Committee

**APPENDIX F
BALANCE OF STATE LOCAL WORKFORCE INVESTMENT BOARD ORGANIZATIONAL
CHART**



WIA Annual Report Data

State Name: AK

Program Year: 2001

Table A: Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance - Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	69	79.7	318	1,184	1,184	26.9
Employers	67	76.7	16	147	147	10.9

Table B: Adult Program Results At-A-Glan

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	65	72.3	128
			177
Employment Retention Rate	78	81.8	153
			187
Earnings Change in Six Month	4,000	5,972	1,015,249
			170
Employment and Credential Rate	52	61.8	131
			212

Table C: Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	72.3	34	73.1	19	61.5	16	70	7
		47		26		26		10
Employment Retention Rate	83.7	41	85.7	18	82.6	19	85.7	6
		49		21		23		7
Earnings Change in Six Months	5,109	229,898	7,291	145,824	8,694	173,874	5,481	38,370
		45		20		20		7
Employment and Credential Rate	63.3	38	58.3	14	44.8	13	55.6	5
		60		45		29		9

Table D: Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	74.5	111	60.7	17
		149		28
Employment Retention Rate	84	136	68	17
		162		25
Earnings Change in Six Months	6,184	902,881	4,682	112,368
		146		24

Table E: Dislocated Worker Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	66	74.2	144
			194
Employment Retention Rate	84	88.2	127
			144
Earnings Replacement in Six Months	92	144.8	1,232,573
			851,143
Employment and Credential Rate	52	65.1	99
			152

Table F: Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	75	21	78.9	15	58.3	7	62.5	10
		28		19		12		16
Employment Retention Rate	95.2	20	93.3	14	85.7	6	90	9
		21		15		7		10
Earnings Replacement Rate	164.8	190,829	305.3	102,548	120.9	74,461	3,660.5	72,368
		115,761		33,594		61,591		1,977
Employment And Credential Rate	68.2	15	81.3	13	57.1	4	50	8
		22		16		7		16

Table G: Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
	Entered Employment Rate	76.3	116	66.7
152			42	
Employment Retention Rate	87.9	102	89.3	25
		116		28
Earnings Replacement Rate	145.1	798,254	144.3	434,319
		550,195		300,948

Table H: Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	65
Employment Retention Rate	66	69	36
			20
Earnings Change in Six Months	2,450	3,619	29
			101,318
Credential Rate	42	27.9	28
			12
			43

Table I: Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	60	6	0	0	75	3	64.5
10			1		4		31	
Employment Retention Rate	57.1	4	0	0	66.7	2	71.4	15
		7		1		3		21
Earnings Change in Six Months	2,506	17,540	-888	-888	5,364	10,728	3,245	64,900
		7		1		2		20
Credential Rate	36.4	4	0	0	25	1	21.9	7
		11		1		4		32

Table J: Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	73
			1,659
Diploma or Equivalent Attainment Rate	55	57.9	213
			368
Retention Rate	54	36.7	81
			221

Table K: Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	67.7	107	83.1	59	93.1	215
		158		71		231
Diploma or Equivalent Attainment Rate	37	17	20.8	5	73.8	158
		46		24		214
Retention Rate	36.8	7	32.4	11	41	48
		19		34		117

Table L: Other Reported Information

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	74.8	308	4,644	1,003,125	5.5	7	5,680	721,338	85.9	79
		412		216		128		127		92
Dislocated Workers	83.4	382	146	1,665,551	4.2	6	7,766	1,087,198	88.6	93
		458		1,140,899		144		140		105
Older Youth	59.7	46	3,116	134,002	4.2	1	3,061	73,454		
		77		43		24		24		

Table M: Participation Levels

	Total Participants Served	Total Exiters
Adults	1,412	371
Dislocated Workers	926	222
Older Youth	111	63
Younger Youth	1,079	583

Table N: Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$3,602,891.00
Local Dislocated Workers		\$4,753,744.00
Local Youth		\$3,939,840.00
Rapid Response (up to 25%) 134 (a) (2) (A)		\$1,164,841.00
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$2,315,155.00
Statewide Allowable Activities 134 (a) (3)	Eligible Training Provider List	\$69,314.00
	Evaluations	\$52,738.00
	One-Stop Support	\$361,228.00
	Youth Assistance	\$380,593.00
	Capacity Building	\$34,140.00
	Incumbent Worker	\$145,693.00
	Research/Demonstration	\$63,203.00
Total of All Federal Spending Listed Above		\$16,883,380.00

WIA Annual Report Data

State Name: AK

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Anchorage/Matanuska/Susitna/Borough LWIB	Total Participants Served	Adults	488
		Dislocated Workers	171
		Older Youth	9
		Younger Youth	404
	Total Exiters	Adults	186
		Dislocated Workers	72
		Older Youth	2
		Younger Youth	227

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	69	84.3	
	Employers	67	73.7	
Entered Employment Rate	Adults	65	70.2	
	Dislocated Workers	66	85.7	
	Older Youth	65	33.3	
Retention Rate	Adults	78	93.3	
	Dislocated Workers	84	91.7	
	Older Youth	66	100	
	Younger Youth	54	40.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	4,000	7,630	
	Dislocated Workers	92	106.8	
	Older Youth (\$)	2,450	4,828	
Credential / Diploma Rate	Adults	52	66.2	
	Dislocated Workers	52	85.3	
	Older Youth	42	33.3	
	Younger Youth	55	67.1	
Skill Attainment Rate	Younger Youth	73	98	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	0	14

WIA Annual Report Data

State Name: AK

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Balance of State Workforce Investment Board	Total Participants Served	Adults	924
		Dislocated Workers	755
		Older Youth	102
		Younger Youth	675
	Total Exiters	Adults	185
		Dislocated Workers	150
		Older Youth	61
		Younger Youth	356

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	69	77.9
	Employers	67	76.8
Entered Employment Rate	Adults	65	73.3
	Dislocated Workers	66	71.1
	Older Youth	65	69.7
Retention Rate	Adults	78	76.4
	Dislocated Workers	84	87
	Older Youth	66	67.9
	Younger Youth	54	31.5
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,750	5,242
	Dislocated Workers	86	170.6
	Older Youth (\$)	2,450	3,574
Credential / Diploma Rate	Adults	52	59.6
	Dislocated Workers	52	59.3
	Older Youth	42	27.5
	Younger Youth	55	43.4
Skill Attainment Rate	Younger Youth	73	64.1
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	5	0	12